



COLORADO

Department of Corrections

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EXECUTIVE DIRECTOR

ANNUAL REPORT: CORRECTIONAL OFFICER STAFFING LEVELS

A REPORT SUBMITTED TO THE
COLORADO GENERAL ASSEMBLY
DUE JANUARY 15, 2019, PURSUANT TO C.R.S. 17-1-115.8

*PREPARED BY THE OFFICE OF
HUMAN RESOURCES AND THE
OFFICE OF PLANNING AND ANALYSIS
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OVERVIEW

Pursuant to 17-1-115.8, C.R.S., the Colorado Department of Corrections (CDOC) has prepared this report regarding correctional officer staffing levels. The Fiscal Year (FY) 2018 reported data includes information on the following statutorily required items:

- Staffing levels for corrections officers at each correctional facility and private contract prison in Colorado;
- Staffing levels for corrections officers for each correctional facility security level; and
- A comparison of staffing levels at Colorado correctional facilities and the national standards adopted by the National Institute of Corrections and the American Correctional Association.

In support, the Department proffers the following components:

- Our Vision - "Building a Safer Colorado for Today and Tomorrow"
- Our Mission - "To protect the citizens of Colorado by holding offenders accountable and engaging them in opportunities to make positive behavioral changes and become law-abiding, productive citizens"
- We operate 20 correctional facilities throughout the state inclusive of all security levels 1-5;
- We also establish and monitor outcome measures for three private prison facilities;
- The current number of non-exempt correctional officers within the CDOC is 3,435.
- The current number of correctional officers employed by the private prisons is 421.

STAFFING LEVELS AT EACH CDOC CORRECTIONAL FACILITY

On June 30, 2018, there were 3,435 CDOC employees classified as non-exempt, providing correctional security services throughout the state of Colorado. Table 1 summarizes correctional officers by classification level and location. CO I positions are front line officers, CO II positions are work leads and CO III positions are supervisors.

Facility	CO I	CO II	CO III	Non-Exempt Staff
Arkansas Valley Correctional Facility - AVCF	125	45	15	185
Buena Vista Correctional Complex - BVCF/BVMC	137	46	18	201
Canon Minimum Center - ACC/FMCC/SCC	139	47	21	207
Centennial Correctional Facility - CCF	145	42	14	201
Colorado State Penitentiary - CSP	197	48	23	268
Colorado Territorial Correctional Facility - CTCF	150	50	16	216
Correctional Industries - CI	14	4	6	24
Delta Correctional Center - DCC	41	14	8	63
Denver Complex - CCC/DWCF/DRDC	315	107	28	450
Fremont Correctional Facility - FCF	178	67	24	269
La Vista Correctional Facility - LVCF	89	27	11	127
Limon Correctional Facility - LCF	144	49	20	213
Rifle Correctional Center - RCC	17	5	6	28
San Carlos Correctional Facility - SCCF	111	27	11	149
Sterling Correctional Facility - SCF	415	87	56	558
Support Services - HQ/IGO/CTU/SORT/TA	27	19	25	71
Trinidad Correctional Facility - TCF	60	21	10	91
Youthful Offender System - YOS	72	31	11	114
Total	2,376	736	323	3,435

Note: Data obtained from the Colorado Department of Corrections Budget Office and Prison Operations

¹ Colorado Department of Corrections Budget Office, Prison Operations

STAFFING LEVELS AT EACH PRIVATE CONTRACT PRISON

On June 30, 2018, there were 421 private contract prison employees, classified as non-exempt, providing correctional security services in Colorado. All private prisons are classified as Level 3 security. Table 2 summarizes correctional officers by classification level and location.

<i>TABLE 2</i>			
Staffing Levels at Each Private Contract Prison as of June 30, 2018			
Private Prisons	CO I	CO II	CO III
Bent County Correctional Facility - BCCF	115	19	4
Cheyenne Mountain Re-Entry Center - CMRC	110	6	6
Crowley County Correctional Facility - CCCF	136	20	5
Total	361	45	15

Note: Data obtained from the Colorado Department of Corrections Private Prison Monitoring Unit

² Colorado Department of Corrections Private Prison Monitoring Unit

STAFFING LEVELS FOR EACH CDOC FACILITY AND PRIVATE PRISON SECURITY LEVEL

Table 3 represents non-exempt correctional security positions assigned to specific security levels. All private prisons are classified as level 3 security.

<i>TABLE 3</i> Staffing Levels for Each Facility/Prison Security Level as of June 30, 2018							
CDOC Facility	Correctional Staff	Level 1	Level 2	Level 3	Level 4	Level 5	Support Services
Arkansas Valley Correctional Facility - AVCF	185			185			
Buena Vista Correctional Complex - BVCC	201						
BVCF				171			
BVMC			30				
Centennial Correctional Facility - CCF	201					201	
Canon Minimum Center - CMC	207						
ACC and FMCC			175				
SCC		32					
Colorado State Penitentiary - CSP	268					268	
Colorado Territorial Correct. Facility - CTCF	216			216			
Correctional Industries - CI	24						24
Delta Correctional Center - DCC	63	63					
Denver Complex	450						
CCC		22					
DWCF and DRDC						428	
Fremont Correctional Facility - FCF	269			269			
La Vista Correctional Facility - LVCF	127			127			
Limon Correctional Facility - LCF	213				213		
Rifle Correctional Center - RCC	28	28					
San Carlos Correctional Facility - SCCF	149					149	
Sterling Correctional Facility - SCF	558						
SCF East			216				
SCF West						342	
Support Services - HQ, IGO, CTU, SORT, TA	71						71
Trinidad Correctional Facility - TCF	91		91				
Youthful Offender System - YOS	114			114			
Total	3,435	145	512	1,082	213	1,388	95
Private Prison	Correctional Staff	Level 1	Level 2	Level 3	Level 4	Level 5	Support Services
Bent County Correctional Facility - BCCF	138			138			
Cheyenne Mountain Re-Entry Center - CMRC	122			122			
Crowley County Correctional Facility - CCCF	161			161			
Total	421			421			

Note: Data obtained from the Colorado Department of Corrections Budget Office, Private Prison Monitoring Unit, and Prison Operations.

³ Colorado Department of Corrections Budget Office, Private Prison Monitoring Unit, Prison Operations

STAFFING LEVEL COMPARISONS

A literature review was conducted to identify national standards for staffing levels. Unfortunately, very little information exists that supports a national standard. The National Institute of Corrections (NIC) acknowledges that there are too many variables, such as physical plant design, level of security, level of programs and activities, and state and local standards and statutes, to recommend a specific officer to inmate ratio. Though the American Correctional Association (ACA) provides expected practices for operating prisons, it does not establish specific officer to inmate ratios, either.

The Department will continue to explore information regarding national staffing standards and practices as it becomes available.

APPENDIX A

<i>Appendix A</i>	
Acronym	CDOC Facility/Private Prison
ACC	Arrowhead Correctional Center
AVCF	Arkansas Valley Correctional Facility
BCCF*	Bent County Correctional Facility
BVCC	Buena Vista Correctional Complex (BVCF and BVMC)
BVCF	Buena Vista Correctional Facility
BVMC	Buena Vista Minimum Center
CCC	Colorado Correctional Center (Camp George West)
CCCF*	Crowley County Correctional Facility
CCF	Centennial Correctional Facility
CMC	Canon Minimum Centers (ACC, FMCC, and SCC)
CMRC*	Cheyenne Mountain Re-Entry Center
CSP	Colorado State Penitentiary
CTCF	Colorado Territorial Correctional Facility
CTU	Central Transport Unit
DCC	Delta Correctional Center
DRDC	Denver Reception And Diagnostic Center
DWCF	Denver Women's Correctional Facility
FCF	Fremont Correctional Facility
FMCC	Four Mile Correctional Center
HQ	Headquarters
IGO	Office Of Inspector General
LCF	Limon Correctional Facility
LVCF	La Vista Correctional Facility
RCC	Rifle Correctional Center
SCC	Skyline Correctional Center
SCCF	San Carlos Correctional Facility
SCF	Sterling Correctional Facility (SCF East and SCF West)
SORT	Special Operations Response Team
TA	Training Academy
TCF	Trinidad Correctional Facility

*Private Contract Prison

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